

Cooperation for Kazakhstan Human Resource Development

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This study looks at the state of development of National Qualification Framework (NQF) and National competence standards (NCS) of Kazakhstan in overall level, specifically analysed the issues related to Vehicle Maintenance and Accounting. Initially, what is identified as the basic problems in NQF and NCS are as followings: first, analysis of labour market and needs of company/industry is very limited; secondly, most of job analysis and competence analysis confronts to lack of participation of field experts and rely too much on foreign resources.

Regarding these problems, cooperation with the Republic of Korea would be very helpful to Kazakhstan, even though Republic of Korea is also still at the early stage of application of NQF and NCS for the national level human resource development. Trial and errors during the development and operation of NQF/NCS, and the related accumulated efforts of Korea would contribute to enhancement of operational and developmental efficiency and, at the same time reducing the trial and error that Kazakhstan should go through. Through the cooperation with Kazakhstan, Korea would also increase the knowledge and experience and spill over them to others.

The research supported by Kazakhstan identifies that overall, related policy and environment, etc, are put into consideration and enhancing the development ability of NCS, NQF in order to raise the responsiveness to industry demand is required.

While the gap between government officials and experts and difference between ministries exist, there are concrete needs to promote the common interest of NCS and NQF. Taking into account the fact that lack of prior knowledge in NQF development, development method in NCS development

respectively was highly selected amongst professional groups, it seems necessary to improve the development skills in NQF and NCS development.

In vehicle maintenance and accounting sector, majority of responses similarly emphasize on the strong connection with field, utilizing teacher from industry. In accounting sector, institutional aspect such as reform of vocational training system and in vehicle maintenance sector enterprise connection are put on emphasis, respectively. From the cooperation between the government of the Korea and Kazakhstan, it is expected to share the experiences of Korea in development of NCS-based training programs, for which training program is requested from the Kazakhstan.

Proposed policies are as followings:

- A. It is necessary to strengthen the cooperation with Kazakhstan from the long-term strategical point of view.
 - Strategic location of Central Asia: a resource power, strategic value as a major transportation point is very high
 - A leading country of CIS: the position of Kazakhstan as a leader of the former Soviet Union would become a bridgehead for expansion to the former Soviet Union, including the Central Asia, as well as Eastern Europe.
 - Considering the fact that BRICS (Brazil, Russia, India, China and South Africa) have raised in recent, it is highly likely for Kazakhstan to be added with the rapid economic development speed and its resource power.
 - Expecting that mutual exchanges of personnel with Kazakhstan is promoted, it is highly needed to preoccupy chances.
 - Additionally, it would be the advanced base for the personnel exchange with CIS and Central Asia nations

- B. In particular, it is required to expand investment in cooperation for development of human resource.
 - In spite of active support from German and the World Bank, development of human resources on the basis of NCS has not well rooted. In this regard, human resource development of the Republic of Korea could be the alternative for Kazakhstan, which is maintained by the strong interest from Kazakhstan and overall conditions.

- Invitation for training should be positively considered for the cooperation of NCS-based human resource development
- Based on the advance investment of the government, Republic of Korea, once the visible achievement of Kazakhstan becomes clear, it is sure that Kazakhstan would actively participate in and spread the cooperation.
- NCS-based cooperation for the human resource development would be the catalyst for the expansion of cooperation between Korea and Kazakhstan.